ARIZONA NATIONAL GUARD No-FEAR REPORT FY 2019



Prepared by AZNG - Office of Equality, Diversity & Inclusion - 602-629-4561

		Com	parative [Data		2020						
Complaint Activity		Previous Fiscal Year Data										
	2015	2015 2016 2017 2018 2019										
Number of Complaints Filed	9	1	0	0	0	0						
Number of Complainants	9	1	0	0	0	0						
Repeat Filers	0	0	0	0	0	0						

Complaints by Basis		Comparative Data Previous Fiscal Year Data										
		Previous	Fiscal Ye	ar Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .	2015	2020 Thru 09- 30										
Race	2	0	0	0	0	0						
Color	0	0	0	0	0	0						
Religion	0	1	0	0	0	0						
Reprisal	9	1	0	0	0	0						
Sex	9	1	0	0	0	0						
National Origin	1	0	0	0	0	0						
Equal Pay Act	0	0	0	0	0	0						
Age	0	0	0	0	0	0						
Disability	0	0	0	0	0	0						
Non-EEO	0	0	0	0	0	0						

Complaints by Issue									
Complaints by 135de		Previous	Fiscal Ye	ar Data					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .	2015	2016	2017	2018	2019	2020 Thru 09- 30			
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0			
Awards	0	0	0	0	0	0			
Conversion to Full-time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0			
Removal	0	0	0	0	0	0			
Suspension	9	0	0	0	0	0			
Other	0	0	0	0	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation Appraisal	0	0	0	0	0	0			
Examination/Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	0	1	0	0	0	0			
Sexual	0	0	0	0	0	0			

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	9	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of	0	0	0	0	0	
Employment						0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

		Com	parative [ata		
		Previous	Fiscal Ye	ar Data		2020
Processing Time	2015	2016	2017	2018	2019	Thru 09- 30
Complaints pending during fiscal year						
Average number of days in investigation stage	0	31	0	940	0	0
Average number of days in final action stage	0	0	0	>60	0	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	0	31	0	940	0	0
Average number of days in final action stage	0	0	0	>60	0	0

Complaints Dismissed by			2020 Thru 09			
Agency	2015	2016	2017	2018	2019	30
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding		Previous Fiscal Year Data											
Discrimination	20	015	20	16	20	17	20	18	20	19	2020 1111	u 09-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings of	0		0		0		0		0		0		
Discrimination													
Without Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	
With Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	

Findings of Discrimination					Compara	tive Data						
Rendered by Basis				Prev	ious Fisc	al Year D	ata					
Note: Complaints can be filed alleging multiple bases. The sum of											2020 Th	ru 09-30
the bases may not equal total	2	015	20	16	20	17	20	018	20	19	 	
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	9		0		0		0		0		0	
Race	2	22%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Religion	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprisal	9	100%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sex	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
National Origin	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Equal Pay Act	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Age	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disability	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Non-EEO	0	0%	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings After Hearing	0		0		0		0		0		0	
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Religion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sex	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
National Origin	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Equal Pay Act	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Age	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disability	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Non-EEO	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings Without Hearing	0		0		0		0		0		0	
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A
Religion	0	N/A	0	N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A
Reprisal	0	N/A	0	N/A N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A
Sex	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A
National Origin	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A
Equal Pay Act	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A N/A	0	N/A
Age	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disability	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Non-EEO	Ö	N/A	0	N/A	Ö	N/A	Ö	N/A	Ö	N/A	Ö	N/A

	Comparative Data												
Findings of Discrimination		Previous Fiscal Year Data											
Rendered by Issue	20	2015 2016 2017 2018 2019											
	#	# % # % # % # % # %								#	%		
Total Number Findings	0		0		0		0		0		0		

Appointment/Hire	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Assignment of Duties	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Awards	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Conversion to Full-time	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disciplinary Action												
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Removal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other Duty Hours	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment	0	IN/ A	0	IN/ A	0	IN/ A	0	IN/A	├	IN/A	 	IN/A
		NI/A		NI / A		NI/A		NI/A		NI/A		NI/A
Non-Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reassignment												
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Directed	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reasonable Accommodation	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reinstatement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Terms/Conditions of	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Time and Attendance	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Training	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
	_											
Findings After Hearing	0		0	21/2	0	21/2	0	21/2	0	21/2	0	
Appointment/Hire	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Assignment of Duties Awards	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Conversion to Full-time	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Disciplinary Action		IV/A		IN/ A		IN/A	-	IN/ A		IN/A		I IV/A
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Removal	0	N/A N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment		, , , .		,,,		11,71		11,71		1.1,7.		1.47.
Non-Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reassignment		11,71		147.1		147.1		147.1		11,71		11,71
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Defiled	U	IN/A	U	IN/ A	ı U	IN/A	l U	N/A		IN/A		IV/A

Directed	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reasonable Accommodation	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reinstatement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Terms/Conditions of	_	N/A		N/A	_	N/A	_	N/A	_	N/A	_	N/A
Employment	0		0		0		0		0		0	21/2
Time and Attendance	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Training	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Assignment of Duties	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Awards	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Conversion to Full-time	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disciplinary Action		,		,		,		,		,		,
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Removal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Duty Hours	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment	U	IV/A	0	IN/ A	U	IN/ A	U	IN/ A	0	IN/ A	U	IN/A
Non-Sexual	0	N/A		N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A N/A
Pay (Including Overtime)		N/A		N/A		N/A		N/A		N/A		N/A N/A
	0	-	0	N/A N/A	0		0		0	N/A N/A	0	
Promotion/Non-Selection	0	N/A	0	IN/A	0	N/A	0	N/A	0	IN/A	0	N/A
Reassignment		NI/A		NI / A		NI / A		NI/A		NI / A		NI/A
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Directed	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reasonable Accommodation Reinstatement	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
		•				-		-		,		-
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Terms/Conditions of Employment	0	N/A	0	N/A	0	N/A	0	N/A	lo	N/A	0	N/A
Time and Attendance	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Training	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
2 3 31		,,,,		,,,,		,,,,		,,,		,,,		,,,,,

Pending Complaints Filed		Com	parative [Data		2020					
in Previous Fiscal Years by		Previous Fiscal Year Data									
Status	2015	2015 2016 2017 2018 2019									
Total complaints from	0	9	10	10	10	10					
previous Fiscal Years											

Total Complainants	9	1	0	0	0	0				
Number complaints pending at end of FY										
Investigation	9	1	0	0	0	0				
Hearing	0	9	10	9	0	0				
Final Action	0	0	0	0	0	0				
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0				

		2020				
Complaint Investigations			Thru 09			
	2015	2016	2017	2018	2019	30
Pending Complaints Where						
Investigations Exceeds Required Time Frames	0	9	0	1	0	0